

COLLEGE PAY CONSULTATION

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REVISED PAY OFFER

- **All staff will receive a consolidated pay increase of £1,126 (pro rata).**

This will increase the pay of the lowest paid staff by up to 5% and restore the real living wage of £12.60 per hour.

Overall a 3% rise across the board, focusing the greatest increases on those staff with the lowest pay, with senior staff receiving much smaller percentage pay increases.

Given the College's underlying financial health, it is the best pay award that can be achieved at this time.

- **2 Additional days annual leave.**

The Governing Board have also agreed two additional days annual leave entitlement for academic and support staff, but not for managers. This will result in the College having one of the most competitive annual leave policies in the region.

- **The College is committed to working with the trade unions on ALL other requests made by UNISON.**

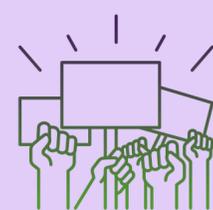
Including: consultation on all policies including flexible working, removal of the Bradford Factor from Sickness Policy, to review wastage at college and implement staff room facilities.

Initial work will begin at the next JNCC meeting in June.

- **Backdated to January 2025.**

**UNISON recommends to
VOTE ACCEPT**





Pay Scales

SHC SUPPORT STAFF SALARY SCALES - JANUARY 2024					PROPOSED SALARY INCREASE JAN 25				
					INCREASING ALL SALARY POINTS BY £1126.0				
Salary Scal	Point	ANNUAL 1.1.2024	Monthly 1.1.2024	Hourly 1.1.2024		ANNUAL 1.1.2025	Monthly 1.1.2025	Hourly 1.1.2025	% INCREAS
Scale 3	13	22,527.00	1,877.25	12		23,653.00	1971.08	12.6	5
Scale 4	17	22,884.00	1,907.00	12.19		24,010.00	2000.83	12.79	4.92
	18	23,562.00	1,963.50	12.55		24,688.00	2057.33	13.15	4.78
Scale 5	20	24,420.00	2,035.00	13.01	Inst	25,546.00	2128.83	13.61	4.61
	21	25,146.00	2,095.50	13.4		26,272.00	2189.33	14	4.48
	22	25,893.00	2,157.75	13.79		27,019.00	2251.58	14.39	4.35
Scale 6	23	26,679.00	2,223.25	14.21		27,805.00	2317.08	14.81	4.22
	24	27,465.00	2,288.75	14.63		28,591.00	2382.58	15.23	4.1
	25	28,008.00	2,334.00	14.92		29,134.00	2427.83	15.52	4.02
SO1	26	28,842.00	2,403.50	15.36		29,968.00	2497.33	15.96	3.9
	27	29,709.00	2,475.75	15.83		30,835.00	2569.58	16.43	3.79
	28	30,594.00	2,549.50	16.3		31,720.00	2643.33	16.9	3.68
	29	31,518.00	2,626.50	16.79		32,644.00	2720.33	17.39	3.57
SO2	30	32,145.00	2,678.75	17.12		33,271.00	2772.58	17.72	3.5
	31	33,102.00	2,758.50	17.63		34,228.00	2852.33	18.23	3.4
	32	34,101.00	2,841.75	18.17		35,227.00	2935.58	18.77	3.3

UNISON recommends to VOTE ACCEPT



No UNISON Rep
or Contact in
your
workplace?
Email
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unison.org.uk

Get
involved!



Remember to keep your details up to date, online using My-UNISON